

## HR Weekly Podcast 8/25/2008

Today is August 25, 2008, and welcome to the HR Weekly Podcast from the State Office of Human Resources. This week's podcast discusses the rise of falsification of information on applications and resumes and trends in background screenings.

Because of today's unstable job market, many jobseekers are resorting to embellishing, overstating, or lying about their professional credentials to obtain employment. A survey of human resource professionals, conducted by J.J. Keller & Associates, indicates that 55% of those surveyed have discovered false information during pre-employment background or reference checks. This trend and employers' desire to maintain a safe workplace for its employees has increased the demand for human resource professionals to conduct thorough background screenings.

According to **employeescreenIQ**, a global pre-employment screening company, there are ten background screening trends for this year:

- 1) Employers will continue to be concerned with privacy and data protections, ensuring that certain company information will remain confidential;
- 2) Verification of right to work will continue to be an issue. The State of South Carolina, like many other states, has passed immigration reform legislation. This legislation requires public employers to electronically verify employment eligibility using a federal Department of Homeland Security's electronic verification program. Public employers are required to use this program as of January 1, 2009;
- 3) The extensive use of blogs and social network sites continues to be an important tool in obtaining applicant information;
- 4) International Screening will gain importance as United States companies open offices globally and recruit overseas for candidates to work in the United States;
- 5) There has been a downward trend in the use of credit reports because of privacy issues and it is often an unclear distinction between good and bad credit;
- 6) Because of the tragedy at Virginia Tech, the topic of screening students, faculty, and staff will continue to be discussed among educational institutions;
- 7) Opportunities for applicants to dispute background reports requires employers and background screening agents provide avenues for applicants to dispute credit check results;
- 8) An increase in the use of applicant tracking and HRIS systems which allow human resources departments to consolidate work;
- 9) Mid-size and smaller businesses are now conducting thorough backgrounds checks due to the events of 9/11; and
- 10) The desire to balance the rights of employers who want to conduct comprehensive background checks with the rights of consumers, so as not to create a group of people who cannot obtain employment.

If you should have any questions, please call your HR Consultant at 737-0900.

Thank you.